

Brigade Command Policy # 03-05

AFZN-BA-CO

MEMORANDUM FOR 1<sup>st</sup> Brigade, 1<sup>st</sup> Infantry Division (Mech)

SUBJECT: Sergeant's Time Training

1. PURPOSE: This policy outlines the content and standards of execution for 1<sup>st</sup> BCT Sergeant's Time Training.
2. Sergeant's Time Training is conducted every Friday or the last working day of the week from (0900-1500). The only exceptions to conducting this training, are during field exercises, gunnery, and after operations maintenance (field recovery). Sergeant's Time Training will be conducted to the extent possible during Red cycle. All available personnel will participate in Sergeant's Time Training. The goal is 100% participation. All soldiers not participating will be accountable. Scheduling appointments and performing additional duties are not valid excuses for being absent.
3. Sergeant's Time Training in the 1<sup>st</sup> BCT will be designed in three block periods. The first half hour (0630-0730) will be used for physical training identified by the NCO chain. The second block period will be approximately three hours long (0900-1200) and will focus on battle drills of the individual and / or crew. The third block of time will be approximately two hours long (1300-1500) and dedicated to those specific training needs identified by the NCO chain in order to sustain or improve the individual and unit readiness. This is flexible, if the unit can demonstrate its ability to conduct all of its drills to standard, two hours may not be required and the unit can shift to other planned training for the allotted time. These should be METL-focused, providing a building block approach to the overall battalion training program, and should be taught in a tactical environment whenever feasible. The design of Sergeant's Time is intended to provide structure to the training while maintaining flexibility to address the needs of the unit.
4. Trainers at all levels must be thoroughly familiar with and employ the principles of training outlined in FM 7-0 and FM 7-1 to include the 8 step training model. Unit Command Sergeants Major and First Sergeants will teach their NCOs how to plan, prepare, and execute this training in a meaningful and effective manner. Plan Sergeant's Time well in advance, providing for proper preparation and execution in accordance with Chapter 2, FM 7-0. Ensure a performance evaluation is included to provide feedback to the trainer and soldier. AARs will be an integral part of the training.
5. Junior officers should participate in Sergeant's Time training in order to build on their professional development and training. Officers resource and sergeants execute Sergeant's Time Training.
6. The bottom line to Sergeant's training is quality, effective training which prepares our soldiers and leaders for war. Train to meet the standard. Train in tasks that focus on individual and small unit collective tasks that are cross-walked to support the commander's METL and training strategy.
7. "Devil Brigade!"

//original signed//  
BART HOWARD  
COL, AR  
Commanding